



January 3, 2024

Stark Energy, Inc.  
1860 4th Ave E  
Dickinson, ND 58601

Re: Claim # WC-38575  
BACON V STARK ENERGY INC

Dear Stark Energy, Inc.:

A determination of merit has been made that Stark Energy, Inc. owes Justin Bacon \$2,230.62 (gross) for unpaid wages and \$6,720.00 in penalty wages for a total amount due to the claimant of \$8,950.62. A copy of the wage claim determination is enclosed for your review and a copy will be furnished to the employee. Copies of the exhibits are available upon request.

An employer may withhold required state and federal deductions. In addition, a check stub or pay voucher must be furnished indicating the dates worked, hours worked, the rate of pay, the amounts deducted and description of any deductions. A check stub or pay voucher is required regardless of whether deductions are made.

The payment of \$8,950.62 (gross) must reach the North Dakota Department of Labor and Human Rights **by 1/17/2024** or the claim may be turned over to the North Dakota Office of the Attorney General to effect compliance with the provisions of the law.

Please **make the check payable to the claimant** (Justin Bacon) and send it to:

North Dakota Department of Labor and Human Rights  
Attn: Morgan E.  
600 E. Boulevard Avenue Dept. 406  
Bismarck ND 58505-0340

Sincerely,

A handwritten signature in black ink that reads "Morgan E. Edmon".

Morgan E.  
Compliance Investigator

Enclosures

Cc: Justin Bacon

Doug Burgum  
Governor

Nathan Svihovec  
Commissioner

600 E Boulevard Ave., Dept. 406 | Bismarck, ND 58505 | [labor@nd.gov](mailto:labor@nd.gov) | [www.nd.gov/labor](http://www.nd.gov/labor)

PHONE: 701-328-2660 | TOLL-FREE: 1-800-582-8032 | ND RELAY TTY: 1-800-366-6888 | VOICE: 1-800-366-6889 | FAX: 701-328-2031